



DEPARTMENT OF THE ARMY
U.S. ARMY ENLISTED RECORDS AND EVALUATION CENTER
8899 EAST 56TH STREET
INDIANAPOLIS, INDIANA 46249-5301



REPLY TO
ATTENTION OF

AHRC-EB

24 February 2006

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command, Attention: ATTG-P, 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commandant, US Army Adjutant General's School, Ft. Jackson, SC 29207-7045

SUBJECT: Career Management Field (CMF) 42L Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 31 January 2006, subject: Memorandum of Instruction for the FY06 Sergeant First Class Promotion Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 42 submits this Review and Analysis to assist you in executing your duties as proponent for MOS 42L within this CMF.

3. Competence assessment of Promotion Zone (strengths and weaknesses).

a. Performance and potential (particularly leadership opportunities).

(1) Many NCOs were successfully performing duties as 42A.

(2) Many NCOERs did not clearly define the true performance and potential of NCOs, because NCOERs continue to be inflated. It appears every NCO is "Among the Best" and a 1/1. This makes it very difficult for the board to select the very best.

(3) NCOs in the CMF continue to excel in duties as Drill Sergeant, Instructor, and Writer/Developer.

b. Utilization and assignments (particularly in PMOS). Most Soldiers were being utilized in their PMOS as they should be.

c. Training and education.

(1) Most NCOs received the required training.

(2) Most NCOs had achieved at least an Associates' Degree and attended schools in which they received additional skills.

(4) Numerous NCOs had obtained Master's Degrees.

(5) Some NCOs showed no civilian education, however they had numerous military education hours. These NCOs need to take advantage of the military to civilian education conversion.

d. Physical Fitness.

(1) This area was of some concern, because many appeared overweight and PT scores were only average. Clearly some NCOs were not IAW AR 600-9.

(2) There were some instances where the rated NCO's height fluctuated two to four inches between their last five NCOERs.

e. Overall career management. Seemed to be very good; most NCOs had been put in various jobs and assignments that would enhance their careers.

4. CMF structure and career progression assessment.

a. MOS compatibility within CMF. 42L continues to absorb positions normally held by 42As. Several 42Ls had completed the 42A course.

b. Suitability of standards of grade and structure. Clearly define Human Resource positions at G1, BDE, BN, and PSB levels to ensure duty descriptions are accurate and viable.

c. Assignment and promotion opportunity. With the MOS conversion, assignments remain abundant throughout the field.

d. Overall health of CMF. Overall, the CMF is healthy and should provide the leaders of tomorrow.

e. Other, as appropriate. None

5. Recommendations. (Proposals keyed to subparagraphs above).

a. Competence. NCOs should continue to seek out 42A positions. This will only enhance the CMF as we move toward MOS consolidation.

b. CMF structure and career progression. NCOs should continue to strive for challenging positions and continue to improve their military and civilian education.


AHRC-EB

SUBJECT: Career Management Field (CMF) 42L Review and Analysis

6. CMF Proponent Packets.

a. Overall quality. The packet was very informative and detailed. It served as a reference manual for panel members. Of note was the description of the AG Corps' Regimental awards. This assisted the panel members in ensuring deserving Soldiers received additional recognition.

b. Recommended improvements. On the slide "Typical Career Patterns-MOS 42L", need to include "Faculty Advisor" as a typical career path for a Staff SGM.


EDDIE A. STEPHENS, JR.
Colonel, AG
Panel Chief